STRATEGIC PLAN

DEPUTY CHIEF OF STAFF FOR PERSONNEL, INFRASTRUCTURE AND LOGISTICS

U.S. ARMY TRAINING AND DOCTRINE COMMAND

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INTRODUCTION

We face a number of challenges in our mission to support TRADOC's Soldiers and families. The Army is transforming its organizational structure to become a more modular force, the training base to become more relevant and rigorous, and the physical structure of facilities and installations to become more modern and efficient. We are leveraging recent combat experience to change the way we train and educate Soldiers and Leaders to operate better in complex environments. We are changing business processes to become more effective. This means we will experience continuous, rapid change and its accompanying uncertainties.

In order for the DCSPIL team to meet these challenges, we must focus our energies and resources strategically, operationally and tactically. This intentionally short strategic plan, a result of collective staff efforts, articulates our mission, vision, priorities and strategies across a very diverse organization. It should focus and guide both plans and actions throughout each directorate and form linkages with individual performance plans. By keeping our eyes on the horizon, and relying on the abundant talent and drive manifested throughout DCSPIL, we will support TRADOC and the Army well, now and in the future.

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TRADOC

MISSION, VISION & PRIORITIES

TRADOC MISSION

TRADOC recruits, trains and educates the Army's Soldiers; develops leaders; supports training in units; develops doctrine; establishes standards; and builds the future Army.

TRADOC VISION

TRADOC:

- Recruits quality people, trains Soldiers and develops leaders.
- Prepares the Army to dominate land combat in the Joint warfight.
- Serves as the Army's architect of the future, an agent for change, fostering innovation.

TRADOC PRIORITIES

- Support the war
- Training/Leader development
- Accessing the force
- Futures

Providing the Foundation – *Recruiting Quality Soldiers* → Right Soldier

Preparing for Success – *Training and Educating Adaptive, Innovative Soldiers and Leaders* → Right Preparation

Building the Future – *Delivering Tomorrow's Army Today* → Right Capabilities

TRADOC Reputation – *Forging Tomorrow's Victories* → Right Organization

DCSPIL

MISSION, VISION & PRIORITIES

DCSPIL MISSION Provide support and advice on military and civilian personnel, logistics, engineering, environmental, BRAC, and integration of base support programs. Support Surgeon, History, Safety, Chaplain and Equal Employment Opportunity offices and programs.

DCSPIL VISION – "SUPPORTING WARRIORS"

• Focused on the Army's and TRADOC's priorities.

• Able to anticipate and adapt to change.

• Committed to quality, responsiveness, Army Values and Warrior Ethos.

• Recognized as an organization that does the right things, does things right, does things better and does things no one else can do.

• Cohesive team with a strong identity – a work family that takes care of each member.

• A home where all jobs are important, all are valued and each makes a difference.

DCSPIL PRIORITIES

• Support TRADOC Priorities
• Enable and Support Transformation
• Man and Equip the Force
• Plan and Execute Base Realignment and Closure (BRAC)
• Manage Human Capital
• Provide Engineering and Environmental Support
• Advocate for Installations and Morale, Welfare & Recreation (MWR)

DCSPIL INTENT

CENTERPIECE. Soldiers as Warriors are the centerpiece of the Army and are the core of TRADOC. We do what we do because Soldiers are too busy serving the nation elsewhere to do it themselves. Civilians supporting Soldiers have the hearts of warriors, so we must develop them as well as we do Soldiers.

MISSION. Supporting the war effort is TRADOC's highest priority followed by initial military training, leader development, accessions, and futures. DCSPIL provides direct and indirect support to all those missions. Managing military and civilian personnel is critical. We owe Soldiers quality equipment, facilities, and base support. Health, safety and history improve training and combat readiness. Soldiers have spiritual needs to be met. A values-based Army demands we treat all with dignity and respect.

TEAM WORK. Soldiers and civilians operate as members of teams who challenge institutional assumptions, paradigms & procedures. If it doesn't make sense, we make it better or get rid of it. We welcome initiative and innovation and recognize we can do more and better as members of a team.

ADAPTABILITY. Just as Soldiers are becoming more agile leaders and more adept at operating in ambiguous environments, we are widening our comfort zones and dealing with the uncertainties of BRAC, Transformation, changing requirements, a new civilian personnel system and funding. We are committed to continuous personal and professional development.

BIG PICTURE. We understand how much our work matters and how it relates to the Army's and TRADOC's goals and objectives.

CLIMATE. Each of us helps maintain a command climate that fosters and upholds Army Values and imbues the Warrior Ethos.

DCSPIL STRATEGIC DIRECTION

1. Support TRADOC's mission and Commander's Priorities

2. Advocate effectively on behalf of TRADOC Schools and Activities

3. Support and enable both Army and TRADOC Transformation

4. Become and remain TRADOC Headquarters' premier organization

CONCLUSION

The DCSPIL team is a diverse and dynamic organization. The services we provide to the TRADOC Commander, schools, and staffs are valued and respected. We live in times of dizzying change and need a plan to stay on course.

Our four planning strategies enable us to move forward with a shared perspective. As Directorates complete their plans, we can compare, contrast, discuss, and refine our support against a common strategic framework. We will adjust when needed and learn from shared successes and experiences.

Since each member of the DCSPIL team is both participant and enabler in the planning process, we will nurture a spirit of collaboration, communication, cohesiveness and camaraderie. We will meet the challenges ahead squarely by staying focused on our most valued customer, the Soldier.

DCSPIL – Supporting Warriors